

ANNUAL
GENERAL
REPORT
2016/17



SAGKEENG CHILD &
FAMILY SERVICES INC.

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SAGKEENG

Child and Family Services

MISSION STATEMENT

To ensure children are safe, protected and given opportunities to reach their full potential.

To provide Child & Family Services that promotes family wellness.

To encourage community participation and responsibility by providing an integrative teamwork approach through collaborative delivery of service.

CORE VALUES

Children are sacred gifts and as a community it is our responsibility to ensure their physical, social, emotional, and spiritual needs are being met.

Children and families are the foundation of our community and they have the right to respect, dignity and self determination.

Every child has the right to reach their full potential within their family and community.

Our work is guided by the following principles and teachings; honesty, respect, kindness, trust, humility, courage, and love.

VISION

To strengthen and enhance the family unit by responding to the changing needs that reflect our culturally diverse community. Our goal is to provide quality services using a preventative approach to promote self-determination.

HISTORY OF SAGKEENG CHILD & FAMILY SERVICES

Sagkeeng First Nation established Sagkeeng Child and Family Services in 1976. This was one of the first Native Child and Family Services agencies in Manitoba.

This agency was founded on the beliefs, values and desires of the community with respect to the well-being of its children and families.

Sagkeeng Child & Family Services Inc. is one of 10 agencies overseen by the Southern First Nations Network of Care who provides provincially mandated services to its community members.

MESSAGE

from the Board of Directors

Aneen, Boozhoo, Tansi, HoyaKiyapi to all our relations in Sagkeeng and afar,

As the Board of Directors, our goal and vision is to align with the community action plans. From grassroots to leadership we want to be a healthy and prosperous community. We are honored to represent the Agency and know there have been pivotal changes to ensure the protection of our family units.

It is both challenging and exciting to be a part of the Agency as it moves forward. We are excited to restart the Circle of Care project and we are encouraged by the building of Sagkeeng's own Customary Care Model which uses the teachings and traditions of our Anishinaabe people. Sagkeeng Members will begin to benefit from these changes each time a person takes the first steps to reclaiming a healthy life.

Every child, parent, grandparent, sibling and individual member of Sagkeeng is precious. Our life is a gift from the Creator and each person depends on the community to ensure the physical, social, emotional, and spiritual needs are met daily. As a Board, along with the Agency we promote wellness and encourage community participation and responsibility daily.

As we oversee the governance of the Agency we will ensure our Executive Director; Frank Daniels, continues to be accountable to the Agency with providing service delivery that empowers our families and community members. We also acknowledge the challenging work the Agency's frontline staff and management do for the community every day.

We also thank Chief and Council for all their roles in bridging gaps between families and the Agency. As well as all the community resources in Sagkeeng and Winnipeg who help our members become successful reunited families.

Your Board of Directors looks forward to the coming year.

Glenna Henderson, Board Chair

Beverley Courchene, Vice Chair

Joe Daniels, Secretary

Ron A. Fontaine, Member at Large

Ronald J. Fontaine, Member at Large



MESSAGE

from the Executive Director

Boozhoo! On behalf of our Board of Directors and the staff of Sagkeeng Child & Family Services (SCFS) we would like to extend our greetings and are honored to present our Annual Report for the 2016-2017 fiscal year.

Over this last year, SCFS had continued to be under the Administration of the Southern First Nations Network of Care (SFNNC). During this time, we have also continued to see several changes within our organizational structure. Along with the managerial changes made in the agency over the previous year, we continue to experience changes within our overall service delivery units.

As the Executive Director for SCFS, I officially assumed the position in April 2016. In that time, my management team, along with our staff continue to address the various recommendations coming out of the agency reviews and subsequent work plan.

Although challenging at times and with the workload ahead, we continue to persevere and ensure the service delivery and reputation of our agency, is one we all aim to be proud of. We also continue to be cognizant of the fact change is not always an easy transition. However, I would like to applaud all of our agency staff for their patience with the continual changes and their persistence in carrying on in their positions.

One of the most substantial changes our agency has seen over the last year, was re-introducing our children and families back to the land and engaging with the Elders of our community, along with our agency Elder's committee through prevention programming. Through this programming, children have been exposed to cultural camps, being taken out on a trap line, while families have participated in deer harvesting and fish filleting workshops.

Along with our staff, I would also like to acknowledge the families, children and all care providers for their continued patience while our agency continues to evolve.

As an agency, we recognize staff vacancy influences the quality of service delivery we provide and we want to assure our families and care providers, the quality of service delivery by SCFS will only continue to improve.

Through our working efforts, addressing the various recommendations, as well as, ensuring we are meeting target dates set-out in our work plan we are extremely proud to announce the Administration Order for our agency was lifted as of March 23, 2017. Thus, allowing us the opportunity to begin the new fiscal year under our own autonomy and with direction of our Board of Directors. That said, I would like take this time to acknowledge the SFNNC for all of the support they have provided to the agency, while going through this transition period.

In closing, with the guidance of the Elders along with the support of our community leadership we will continue to move forward and strive to improve upon building the relationships with all collateral organizations within our community.

Respectfully,

Frank Daniels,
Executive Director

REPORT

Director of Finance

This past year has been a very busy year again within the Finance Department of Sagkeeng Child & Family Services.

Due to the ongoing changes with respect to Child Maintenance reporting, the Agency felt the need to hire additional staff in the Finance Department to deal with Provincial and Federal Child Maintenance billing reconciliations.

The staff of the Finance Department are as follows:

| | |
|------------------------|------------------------------------|
| Elaine Courchene | Director of Finance |
| Debra Starr | Finance Assistant |
| Fran Burnard | Finance Assistant |
| Lana Daniels | Provincial Child Maintenance Clerk |
| Dawn Bittle | Federal Child Maintenance Clerk |
| Peggy Guimond | (on Leave) |

Throughout the year, the Agency hires casual Admin Employees to assist in areas where there is a need. Nora Bittle has been of great assistance in this area.

As in years past, the Agency has contributed to a number of community events, such as:

- Treaty Day Events
- Treaty Days Pow-Wow
- Community Winter Carnival
- Sagkeeng Junior High-Year End Trip to Toronto
- Along with other various community events held throughout the year

Aside from these the Agency has also partnered with and/or held events through our own Prevention Programs.

The following is the statement of Revenue & Expenses as audited by the Exchange Group Auditors, Winnipeg Manitoba, for the fiscal year ended March 31, 2017. A copy of our full audit can be viewed on our website at www.sagkeengcfs.org

Elaine Courchene,
Director of Finance.



REPORT

Director of Finance

STATEMENT OF REVENUE & EXPENSES YEAR ENDED MARCH 31, 2017

REVENUE:

INDIGENOUS & NORTH AFFAIRS CANADA

| | |
|-------------------------|-----------|
| Core..... | 416,530 |
| Self Evaluation | 64,218 |
| Prevention..... | 800,784 |
| Protection | 1,504,466 |
| Child Maintenance | 2,103,849 |
| Distinct Needs..... | 25,000 |

SOUTHERN FIRST NATIONS NETWORK OF CARE

| | |
|------------------|-----------|
| Core..... | 638,514 |
| Prevention..... | 241,359 |
| Protection | 2,222,439 |

PROVINCE OF MANITOBA - MAINTENANCE

| | |
|------------------|------------|
| Maintenance..... | 12,058,430 |
|------------------|------------|

FEDERAL - CHILDREN'S SPECIAL ALLOWANCE

| | |
|-----------------------------------|---------|
| Children's Special Allowance..... | 476,788 |
|-----------------------------------|---------|

OTHER

| | |
|------------|--------|
| Other..... | 64,643 |
|------------|--------|

TOTAL REVENUE:..... 20,617,020

EXPENSES:

| | |
|---|------------|
| Federal-Core..... | 888,493 |
| Federal-Prevention..... | 479,001 |
| Federal-Protection | 1,398,088 |
| Federal-Maintenance..... | 2,378,060 |
| Federal-Distinct Needs | 25,000 |
| Provincial-Core | 753,484 |
| Provincial-Prevention | 211,980 |
| Provincial-Protection..... | 1,821,983 |
| Provincial-Maintenance..... | 11,709,476 |
| Federal-Children's Special Allowance..... | 186,586 |

TOTAL EXPENSES: 19,852,151

**EXCESS (DEFICIENCY) OF
REVENUE OVER EXPENDITURES 764,869**

REPORT

Director of Finance



INDEPENDENT AUDITORS' REPORT

To the Directors of Sagkeeng Child and Family Services Inc.

We have audited the accompanying financial statements of Sagkeeng Child and Family Services Inc., which comprise the statement of financial position as at March 31, 2017 and the statements of revenue and expenses, net assets and cash flows for the year then ended, and a summary of significant accounting policies and other explanatory information.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditors' Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditors' judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our qualified audit opinion.

Basis for Qualified Opinion

As shown in Note 4 to the financial statements, there is \$4,376,429 owing to the Organization from the Province of Manitoba for child maintenance. These amounts have been recorded based on amounts billed to the Province, that have not been collected as at March 31, 2017. Significant amounts within this balance relate to prior years. The Organization is continuing to send information to the Province of Manitoba so that they can collect outstanding amounts. The Province has not completely reconciled these prior years, and our audit process was unable to determine whether all recorded amounts will be collected by the Organization. Given the aging of the balances, a material balance of these uncollected amounts may no longer be collectible by the Organization. Since no reasonable method of determining an allowance for uncollectible amounts could be determined, an allowance was not recorded in respect of potentially uncollectible balances.

Qualified Opinion

In our opinion, except for the possible effects of the matter described in the Basis for Qualified Opinion paragraph, the financial statements present fairly, in all material respects, the financial position of Sagkeeng Child and Family Services Inc. as at March 31, 2017 and the results of its operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Exchange

Chartered Professional Accountants LLP
Winnipeg, Manitoba
July 24, 2017

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E-mail: info@exg.ca Website: www.exg.ca

REPORT

Human Resources Manager

Annin! My name is Michael Gabriel and I am the Human Resources Manager with Sagkeeng Child and Family Services.

Within the fiscal year of 2016-2017, the agency has been moving ahead at a steady pace to ensure we provide quality direct services to our children and families, as well as building relationships with our collaterals, Community Committees and other organizations within our community.

While our staff have been working diligently in meeting and working with our children & families, behind the scenes, our executive management team have been busy with working on re-branding our agency's image. Things such as: changing our agency's logo, promotional items and more importantly, agency direction has been focused on empowering our families and building healthy relations in the community.

Our agency logo was one of the first items to be changed. The agency held a contest in October 2016 asking community members to assist in developing a new logo for us. The response was great, and displayed the talent our community members have within them. After careful deliberation of the submitted art work, the agency's executive management team unanimously agreed on the logo that you see proudly displayed at our Offices, and on all our agency forms and documents. Nicholas Harper, one of our Children-in-Care submitted the winning logo. The logo represents a mother eagle protecting its young, and the Tipi representing our Community. Great work Nick, and we are expecting a bright future for Mr. Harper in the Graphic Arts field.

With the re-branding of our agency, executive management has gone through a rebranding of attitudes as well. Frank Daniels, Executive Director of the agency has challenged all members of management and staff to push for accountability. By doing so, this will ensure staff will provide the necessary and professional services that our community members and collaterals expect and deserve.

The agency is aware that with this rebuilding, we will still be experiencing challenges ahead. As a management team, we also expect to come across unexpected hurdles, however, with the current management and staff in place, we believe we can tackle these issues together and act in the best interest of our families and the agency. This re-branding is not a sprint, but a marathon, so we're hoping over time, the agency will have evolved into an agency which community members' respect and that staff and management are proud to work for and represent.

As always, our agency goes through recruitment issues in securing qualified Indigenous workers, especially in our community office at the community level. The following is a breakdown of staff for our agency.

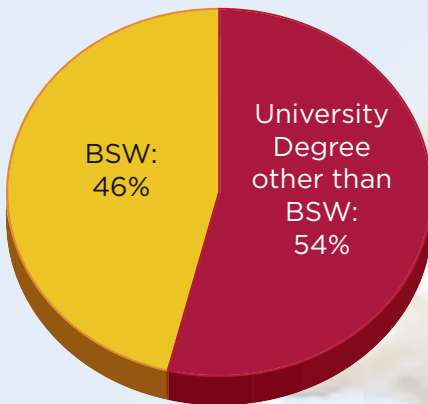
REPORT

Human Resources Manager

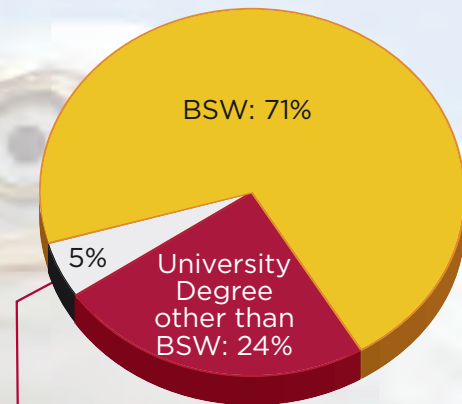
QUALIFICATIONS

Service Delivery Staff

Community Office



Winnipeg Office



Service Delivery Staff who meet Workforce Qualifications through other conditions as set out by the Southern First Nations Network of Care

For clarification, our Community Office statistics include staff that work out of both our Community and Winnipeg Office. The statistics also include the Foster Care Department as Service Delivery employees.

Finding qualified staff who meets Workforce Qualifications for the community office has and will continue to be an on-going challenge. The agency does receive resumes from candidates for our community office; unfortunately candidates withdraw their candidacy upon receiving confirmation that the position is situated in Sagkeeng.

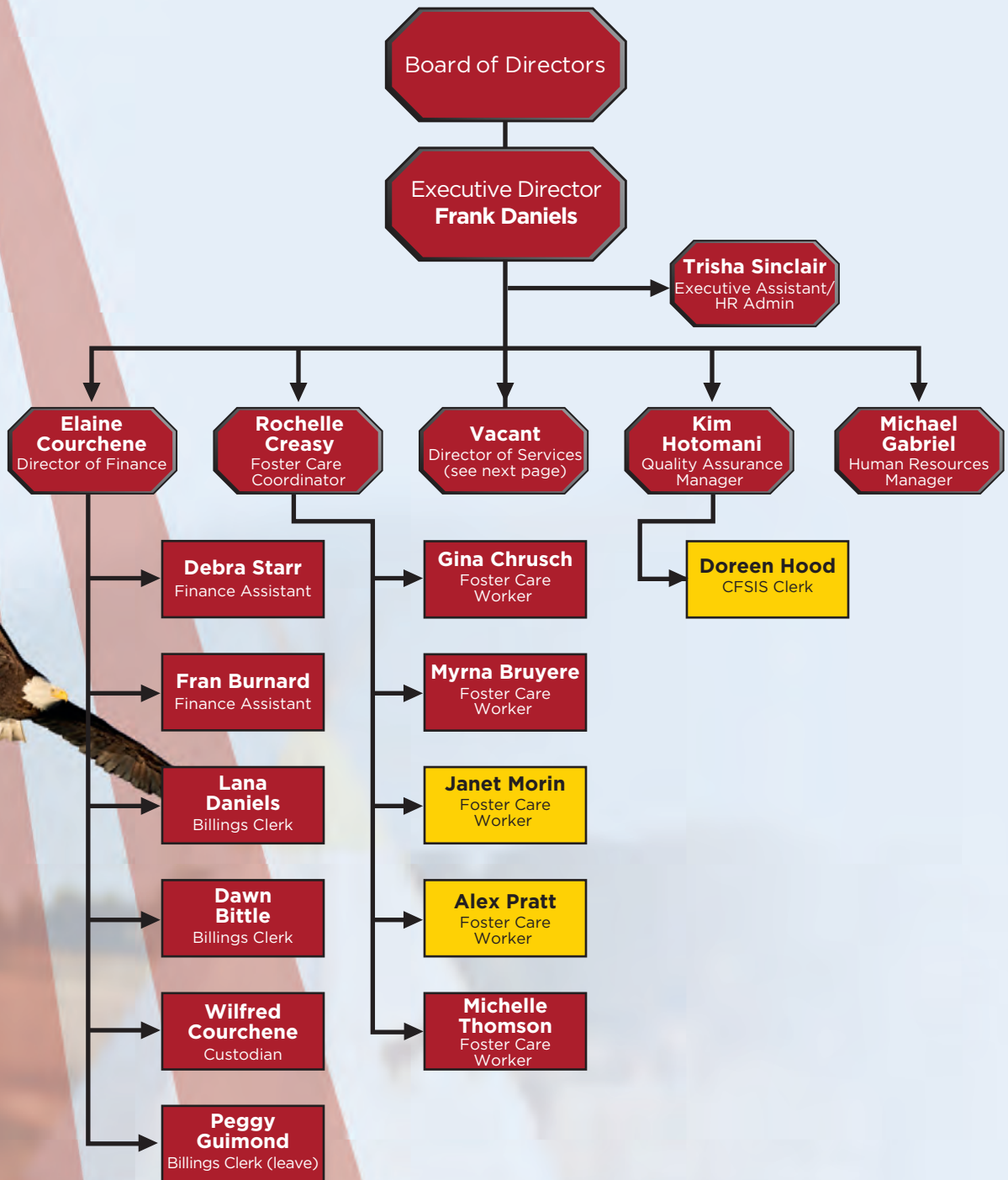
Another challenge the agency faces in recruiting staff, is the agency's geographic location. Our Agency competes with 3 other Agencies that are half hour away on either side of the community and another in the town of Pine Falls. This makes recruiting very challenging, limiting our candidate pool to select from.

Other areas where the Human Resources Department has implemented change include: Employee Evaluation form, Job Descriptions and Time and Attendance sheets for all staff. With these changes, we're hoping to bring about positive change within the agency and look forward to making other adjustments and or changes to provide staff, and clients a positive experience.

Michael Gabriel,
Human Resources Manager

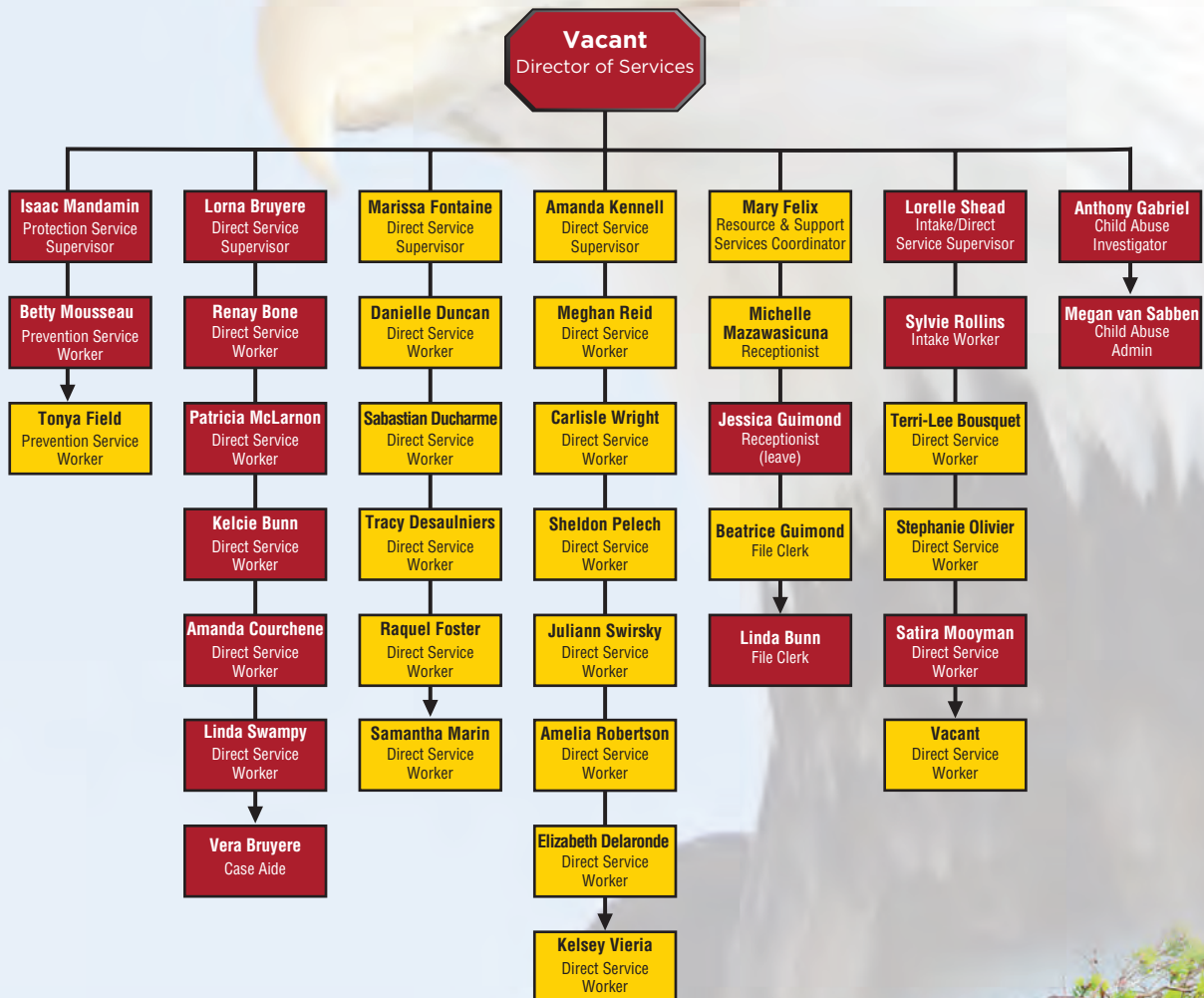
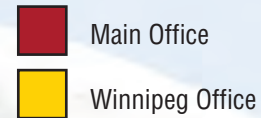
SAGKEENG CFS

Organizational Chart



SAGKEENG CFS

Organizational Chart



REPORT

Intake and After Hours

Intake:

Intake Workers are the first point of professional contact on all possible child protection matters brought forth to the agency. Sagkeeng Child & Family Services (SCFS) is a mandated agency and follows the Manitoba Child & Family Services (CFS) Act; in this, SCFS must meet provincial standards when assessing families with the ultimate goal of keeping families together.

The Intake Worker will assess and if necessary, investigate all potential child protection concerns arising in Sagkeeng First Nation. All allegations coming forth to the agency, whether substantiated or not require an assessment to ensure the safety of the child(ren). Intake Workers assess all household members and if necessary, will devise a safety plan with the family whenever possible. From June 2016 to March 31st, 2017 there were over 20 incidents which resulted in safety plans being devised with parents and extended family members at the intake level which prevented children from entering agency care.

The Intake Unit consists of one Intake Worker; Sylvie Rollins and one Supervisor; Lorelle Shead. However, due to the increase of prescription drug misuse and methamphetamine use in the community alongside with provincial case management expectations, all Direct Services Workers (DSW) are essential for Intake Services in assessing the safety of children. Therefore, all DSW's are placed on a backup Intake schedule to ensure the office has sufficient coverage available should any protection matters arise.

If ongoing services are required or requested from Sagkeeng CFS, the Intake Worker will open their file and transfer to a Direct Service Worker or Prevention Services Worker. From June 2016 until March 31st, 2017* there were 25 family files opened for ongoing services, of these 3 were voluntary and went to Prevention Services (Family Enhancement).

*Statistics for the full fiscal year are unavailable due to staffing changes

REPORT

Intake and After Hours

After Hours/On Call:

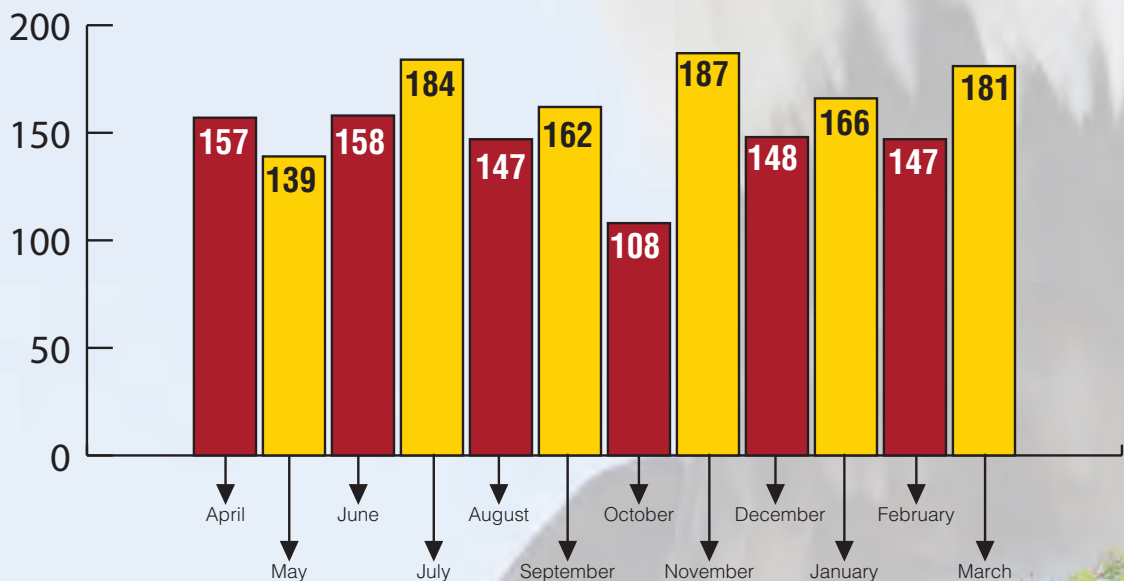
Sagkeeng Child and Family Services is also a mandated agency that delivers Child and Family Services, as per the CFS Act, 24 hours a day/365 days a year. SCFS is a Designated Intake Agency (DIA) and is required to provide services for all child welfare issues arising within the community of Sagkeeng First Nation. Sagkeeng Child and Family Services On-Call Workers respond to all after hours emergency situations arising on-reserve, regardless of who is responsible for the case. From April 1st, 2016 to March 31st, 2017 a monthly average of 157 calls were received to the afterhours operating service.

All unit workers in Protection, Permanent Ward, Intake, along with the Child Abuse Investigator provide on call services to the community for 7 consecutive days on a rotating schedule.

These duties are shared between both Main and Winnipeg Sub Office staff. All Supervisors are also on the same rotating schedule and are available for consultation and case direction when required. Please note, the statistics for On Call do not reflect true numbers due to the data collection process. A formal On Call/After Hours form was implemented in October 2016 to help assist and guide workers to assess after hours matters and ensure proper follow up is completed.

AFTER HOURS CALLS

April 1, 2016 - March 31, 2017



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Lorelle Shead, BSW, RSW

Intake/Direct Service Supervisor

REPORT

Prevention Services Unit

Prevention Service Model

Prevention Service Model was introduced in the child welfare system to enhance the family unit and to keep the family together. Prevention Service works together with families and community resources to promote healthier choices for the family. Through specialized programming and workshops, the program assists in connecting families with the community and also provides assistance to identify resources to maintain the family unit and reduce children becoming involved with the child welfare system. This method of service promotes positive relationships and also assists with reconnecting to positive supports so parents can build upon their strengths to succeed and maintain healthy life styles.

Prevention Service Workers

Prevention Service workers work with the family to determine the steps they want to take to address any issues they maybe struggling with. The process includes identifying needs and the available resources, including those from various community collaterals and also utilizing community elders for guidance.

Prevention Service Program

Prevention Service provides support focusing on the overall needs of the family and the well-being of the children. Services are goal focused and time limited (up to 270 days). Planning identifies strengths and focuses on needs identified through the assessment process with the family.

Various examples of programs offered by the Prevention Service program in both Sagkeeng and Winnipeg throughout the year;

- Budgeting
- Traditional Parenting
- Domestic Violence
- Nutrition & Conversation
- Grief & Loss
- Elders Services (sweats, traditional teachings, Naming, Clan ceremonies for healing)
- Life Skills (Fall Harvest, fish filleting Workshops)
- Day camps in the summer months July/August for Community children
- Cultural camps each season (spring, summer, fall, winter)
- Medicine picking
- Quarterly Elders committee meetings
- Hosting feasts for each season
- Co-hosting with Sagkeeng Heritage Centre various workshops e.g. Tikinaagan making, Traditional Birthing, Summer/Fall camps and traditional bundle making
- Hosting Karaoke in Sagkeeng
- Deer skinning workshop
- Providing babysitting courses for youth in Sagkeeng/Winnipeg
- Cooking and conversation in Ojibway (Sagkeeng/Winnipeg)

REPORT

Prevention Services Unit

Prevention Service works with Elders from Sagkeeng;

- To provide insight and leadership to CFS & Prevention Service staff
- To provide the seven sacred teachings
- To provide mediation or family mediation if this is the preferred avenue of resolution
- To provide guidance in areas of programming, culture and traditional undertakings (Traditional ceremonies, language instruction and feasts)
- Assisting in the development of language programs for Prevention Service families
- Building a stronger nation through the empowerment of our members, Elders, youth and existing prevention service families and children in care

Number of Participants in Prevention Service Programming from April 1, 2016 to March 31, 2017

| | |
|--------------------------------------|-----|
| Children..... | 245 |
| Families | 12 |
| Participants | 488 |
| Sessions (as identified above) | 64 |

Prevention Service Team

Tonya Field, BA, Prevention Service Worker Winnipeg

Betty Mousseau, Prevention Service Worker Sagkeeng

Isaac Mandamin, Prevention Service Supervisor

REPORT

Community Office

Main Office Unit Profile

Over the last year, the agency has been restructuring and one of the changes has been having combined caseloads – i.e permanent wards, temporary wards and protections files so as to alleviate case load numbers for each staff.

When the agency has to intervene as a last resort, we always consider family/ kinship placements first and foremost, so as not to cause too much disruption to the children and to ensure the children are provided with a nurturing safe home environment where they can flourish emotionally, spiritually, physically and mentally.

Identified Issues Families Struggle With

Families and children come to the attention of Sagkeeng CFS for several reasons. Some of these issues include addictions, family violence, neglect, lack of parenting abilities, Parent/Teen conflict, etc.

Like other child welfare agencies, Sagkeeng Child and Family Services have noticed a trend with individuals struggling with prescription pill misuse and Crystal Meth. The number of children entering agency care and family protection files being opened is due to this negative trend.

Community Resources

Sagkeeng CFS works closely with the Sagkeeng Wellness Centre and makes family referrals for NNADAP services, parenting programs, family violence programs, personal counselling, strengthening families program, etc. The agency also makes referrals to the Wings of Power program, who offer programs in areas such as; parenting and family violence in the neighboring community of Pine Falls.

In turn, Sagkeeng CFS also receives referrals from collateral organizations such as schools, victim services, concerned community members and the RCMP. Therefore, Sagkeeng CFS must work collaboratively with these collateral organizations to assist families who are struggling.

Further to the community resources, Sagkeeng CFS also works with collaterals from the urban center of Winnipeg such as; the Child Development Clinic, the FASD Center and other resources that are not available within the community of Sagkeeng First Nation or surrounding areas.

REPORT

Community Office

Sagkeeng CFS Staff

The Community Office staff is comprised of a supervisor and six Direct Service Workers (DSW) who bring their own unique set of skills and commitment to the families and children they work with. They are as follows:

Lorna Bruyere – Direct Service Supervisor, Bachelor of Arts

Trish McLarnon – Direct Service Worker, Bachelor of Social Work

Renay Bone – Direct Service Worker, Child & Family Services Diploma

Kelcie Bunn – Direct Service Worker, Bachelor of Social Work

Amanda Courchene – Direct Service Worker, Bachelor of Arts

Linda Swampy – Direct Service Worker, Bachelor of Arts

Satira Mooyman – Direct Service Worker, Bachelor of Child and Youth Care

Vera Bruyere – Case Aide, Child and Family Services Diploma (Candidate)

Role of the Case Aide

The Case Aide assists the Direct Service Workers with filling out names, birthdates, treaty number and medical numbers on forms. Completing transportation requests, develops schedules for family visits, transports parents and their children to and from medical appointments and attends Intakes with Direct Service Workers, etc.

Role of the Direct Service Worker

The Direct Service Workers (DSW) have a variety of duties they must perform on a daily basis to meet the needs of the families and children they work with. They work directly with families where children are at home who may be at risk or in need of supports and services. The Direct Service Worker plans with the parents to provide monitoring and offers internal and external supports when required, to ensure the safety of their children for those families who have children at home.

They also work directly with children in agency care and their parents. They develop plans with the parents to resolve the protection concerns; they develop plans for children in agency care to ensure the child's needs are met; they make referrals to collaterals for both parents and children in agency care and also provide supports services to reduce the risks so that the children may return safely to the parent's care once the protection concerns are resolved. DSW's make referrals for therapy for parents and children, make referrals for children in agency care to the Child Development Clinic, FASD Centre and work closely with schools, etc. to safeguard the development and wellbeing of children in care so they may flourish.

The agency workers also advocate for families with Manitoba Housing, as the community struggles with a shortage of housing. In addition, the agency also assists families with transportation or provides families who are struggling financially with food vouchers.



REPORT

Community Office

THE CIRCLE OF CARE PROGRAM

In February 2015, Sagkeeng Child and Family Services, Sagkeeng Chief and Council, The Sagkeeng Wellness Centre and Provincial Court have been working collaboratively on The Circle of Care pilot project.

The Circle of Care Program was designed to empower parents toward becoming autonomous and to develop a long-term support network to ensure the safety and well-being of their children.

The goal of the Circle of Care Program is to better meet the needs of families involved in the child protection system, leading to quicker – and long-lasting – reconciliation.

In those cases where children have been placed in alternate care, the parents can identify extended family members where the children can be placed while they work to resolve the protection issues the agency has.

Criteria for the program include:

- Have children under apprehension, as children who are under apprehension will be given first priority;
- Must have a protection file with Sagkeeng CFS at the community level;
- Must be willing to work collaboratively with the agency and the Circle of Care Program liaison from the Sagkeeng Wellness Centre;
- Must be a resident of Sagkeeng First Nation;
- Must be committed to make positive lifestyle changes.

The Direct Service Workers and Intake Worker continue to make referrals to and work with the Circle of Care Program.

To date, 32 families have been referred to and are working with the Circle of Care Program; some families have been referred back to the agency due to an unwillingness to participate in programming with the Circle of Care Program.

One of the struggles we are encountering within the 2016/2017 fiscal year is that Sagkeeng CFS has not been able to refer some families who have domestic violence issues to the Circle of Care Program due to No Contact Orders (NCO) being put in place by the local RCMP. An NCO restricts and makes it very difficult for Sagkeeng CFS and the Circle of Care Program liaison to work collaboratively with parents to resolve the protection concerns that are present.

That said, we continue to look at ways of overcoming these barriers and have also explored alternate funding, as the funding provided was based on a one year pilot. Since the funding has ended, the Sagkeeng Wellness Centre has continued to offer the services “in-kind” until further funding can be secured.

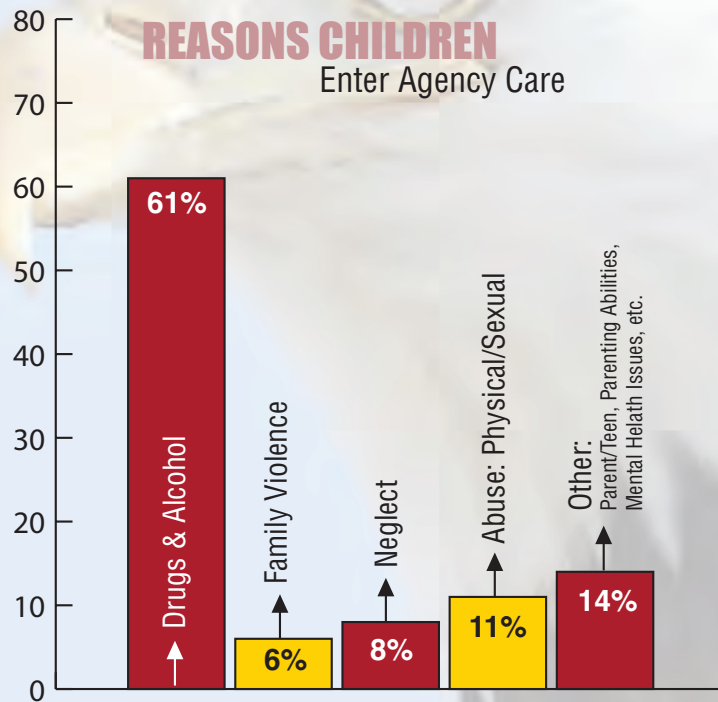
REPORT

Community Office

CHILDREN IN CARE DATA AS OF MARCH 31, 2017

Total Number of Children in Care: 143

For the 2016/2017 fiscal year, the agency had returned 15 children to their parents as the parents resolved the protection concerns that were present at time of apprehension. Another 13 of the children were returned under Supervision Orders where the agency could monitor the family to ensure re-unification was successful. One child was returned to parents as the parent/teen conflict was resolved and another child was discharged from agency care due to a Guardianship Order being granted by the provincial court to extended family.



The greatest factor placing children at risk and entering agency care is the use of alcohol and drugs. However, it is important to note that alcohol, drugs, and family violence go hand in hand when parents are under the influence.

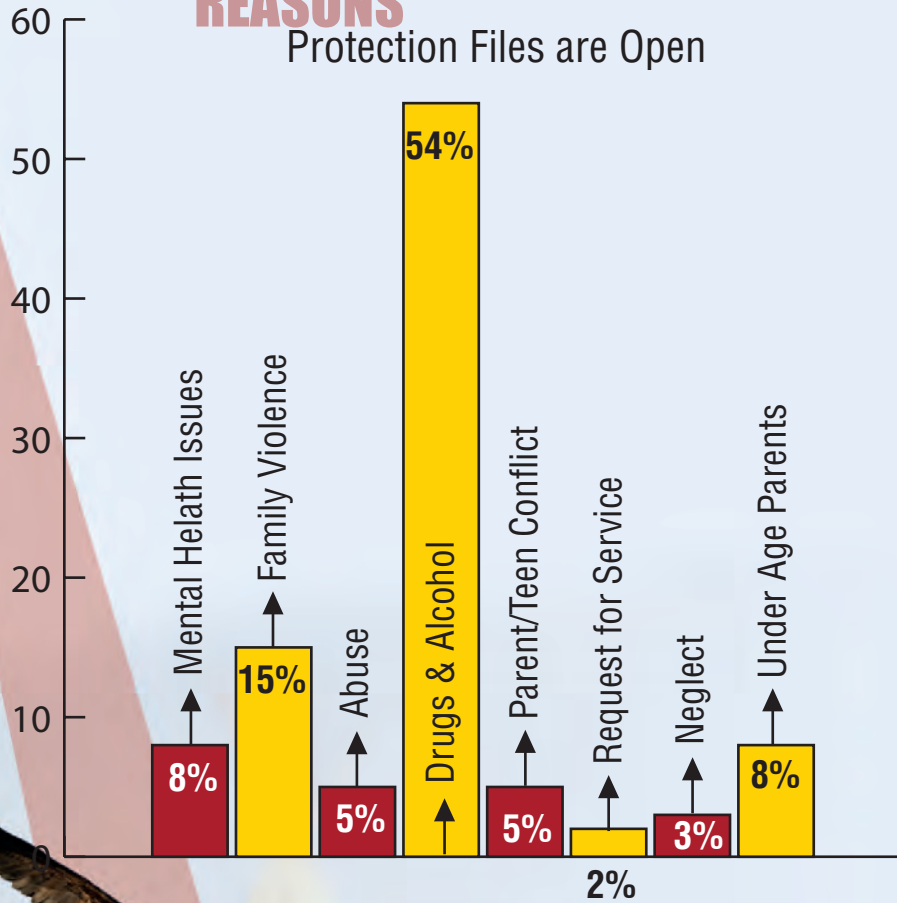
In the past year, children have been entering agency care due to the rising use of prescription pill misuse. The use of Crystal Meth has also seen a drastic rise within the community.

REPORT

Community Office

REASONS

Protection Files are Open



REPORT

Community Office

Protection Files: 65

Protection files have been categorized as three different files; Parent Protection, Family Protection and Voluntary Services files. A brief explanation of each category is listed below.

Parent Protection Files: 27

Parent Protection files are files where parents have children in agency care and the agency is working with the parents to resolve the protection concerns and re-unify children with parents. Parent Protection Files are opened when children enter agency care.

Family Protection Files: 34

Family Protection files are where the children are at home with their parents but the agency has some protection concerns with the family and is working with the family to resolve the protection concerns to ensure the safety and wellbeing of their children thus, a Family Protection Files is opened.

Voluntary Family Service Files: 1

A Voluntary Service file is where the children are at home and the parent REQUESTS services from the agency whether it be referring family to resources or providing supports.

Expectant Parent Service Files: 3

An Expectant Parent Service file is opened under Part II of the CFS Act; in that all minor parents shall be provided services to establish a plan in the best interest of the parent and child. This entails a family assessment to determine if the minor has appropriate supports to parent or if further CFS involvement is required or requested.

Lorna Bruyere, BA

Direct Service Supervisor



REPORT

Direct Services - Protection

The Winnipeg office provides protection and reunification services to Sagkeeng band members and affiliates who are residing in Winnipeg and surrounding areas. The Winnipeg office has 3 Direct Service Workers (DSW) who focus on keeping children with their families and reunifying children who may already be in care.

Each time there is a protection report or allegation of a child(ren) at risk, the DSW staff must attend the home, interview all parties involved and assess the safety of the child(ren). Depending on the assessment, the case plan may need to be altered to ensure concerns are being addressed.

The Direct Services Workers are required to complete a full Structured Decision Making (SDM) assessment on each family member and any other adults in the household, as identified within CFS Case Management Standards. This SDM assessment entails a family narrative, a probability of future harm, caregiver, child, strengths and needs, along with a safety assessment. The SDM assessment helps guide the case plan to assess the possible reunification of the child(ren) and/or closure of the family file. This process at times can be lengthy to complete, due to urgent child protection matters.

Ultimately and due to funding of protection cases; the Direct Service Workers are case planning with the family on how they can use their own supports and advocating for community resources to ensure the family needs are being met and the children are safe. These resources include health services, treatment facilities, schools, and non-profit agencies.

Children are brought into care of the agency, only as a last resort. Statistically the main reason for an apprehension in the Protection Unit has been due to substance misuse. The Direct Service Workers try to support and empower the parents to work on addressing the outstanding protection concerns by guiding them to the appropriate resources to parent independently. In closing, the ultimate goal in any protection file is always keeping the families together and reunifying whenever possible.

Direct Service Workers:

Terri-Lee Bousquet, BSW student

Stephanie Olivier, BSW

Vacant

Lorelle Shead, BSW, RSW
Direct Service Supervisor

REPORT

Direct Services - Children in Care

Direct Service Unit - Winnipeg

The Direct Service Unit in the Winnipeg Outreach office is staffed by 6 workers and provides services to 211 children who are wards of the agency.

This unit primarily works with children between the ages of 0-14. The number 1 priority of this unit is the safety and well-being of the children who we work with. Workers are responsible for assessing the needs of the children that are on their case load and ensuring they are receiving care that is compatible to their needs. Each worker is diligent in making sure the children are provided with appropriate care so that they can reach their full potential.

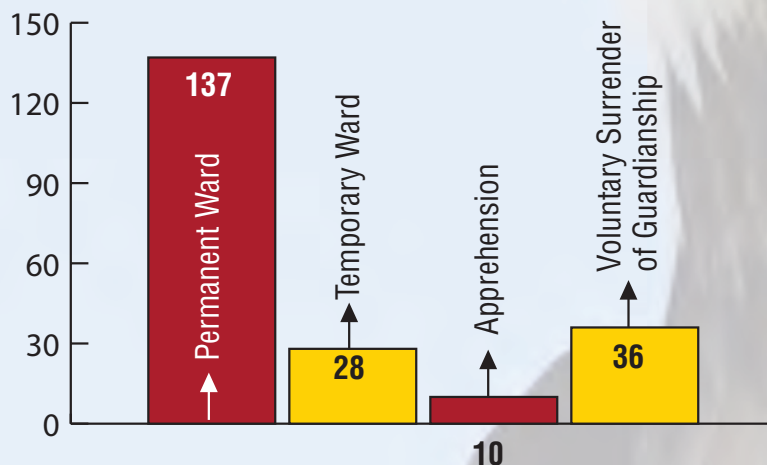
Workers are responsible for creating case plans for the children that can include, but are not limited to; foster placements, therapy, Elders Services, sports, other recreational activities, family visits, community visits and many more. Case plans are always constructed with the best interest of the child in the forefront of the workers mind.

Each worker carries a caseload between 30-40 and works very hard to ensure that their work is in accordance with the Child and Family Services Act and Provincial Standards and Regulations. This includes working on our online database (CFSIS - the Child and Family Services Information System) and making certain that all necessary data is being inputted in a timely manner. Items that workers are to include on CFSIS are the family demographics, case notes, case plans, updated photographs, the child's placement demographics, legal statuses of the children, funding information, identification numbers, school information, face to face contacts with the children, along with a myriad of other necessary data.

Of the 211 children that this unit is responsible for, there are currently 173 Permanent Wards (36 Voluntary Surrenders of Guardianship and 137 Permanent Orders granted in court), 28 Temporary Wards, and 10 children under apprehension. Of these orders, 21 are Federally funded and the remaining 190 are Provincially funded.

LEGAL STATUS

of the 211 Children in Care



REPORT

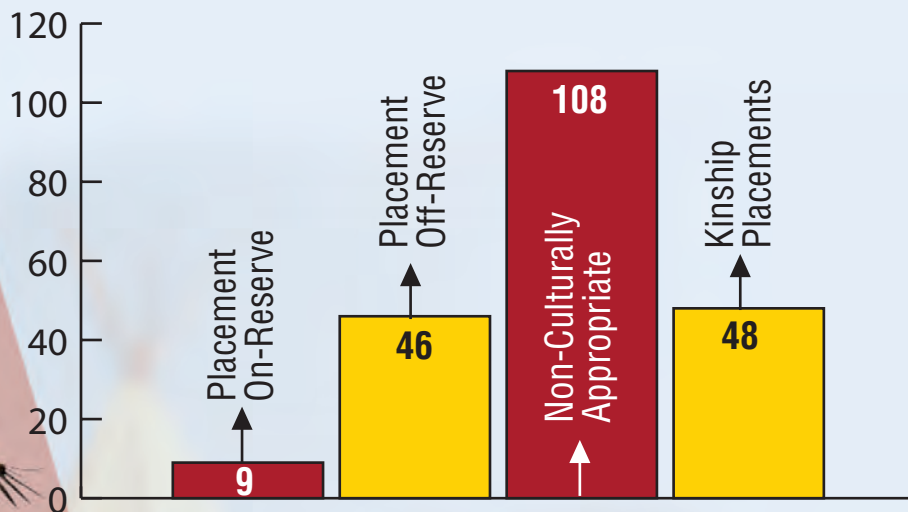
Direct Services - Children in Care

Of the 211 children in care with our unit, 8 of those children in care, reside in the community of Sagkeeng with family. There is also 1 child in a non-family placement within the community. There are also 46 children who are placed with family members outside of the community and 48 who are placed in culturally appropriate homes outside of the community. The remaining 108 children in care are placed in non-family homes that would be identified as being not culturally appropriate.

This year, staff have worked incredibly hard and were successful in reunifying 2 permanent ward children back to their families, as well as, rescinded a Permanent Order on a child who had been in care for years. The worker built a relationship with the biological family and they made and followed a plan so the child could be returned home and the order lifted, so that the child was no longer in care.

PLACEMENTS

211 Children in Care



REPORT

Direct Services - Children in Care

This year, 3 of the children in care that 1 worker has on their caseload were registered and have started in the Ojibwe-language bilingual program that Ecole Riverbend Community School offers. The program is offered to students in the Seven Oaks School division catchment area.

This year the bilingual program was only open to children in grades K-3, however the school hopes to grow 1 grade each year and we hope that we can continue to register more children in this school, as the grades progress. It is a fantastic opportunity for the children to learn their language that previous generations have lost.

The direct service unit consists of 6 workers and a supervisor.

Sheldon Pelech, BSW

Meghan Reid, BSW

Amelia Robertson, BSW

Juliann Swirsky, BSW

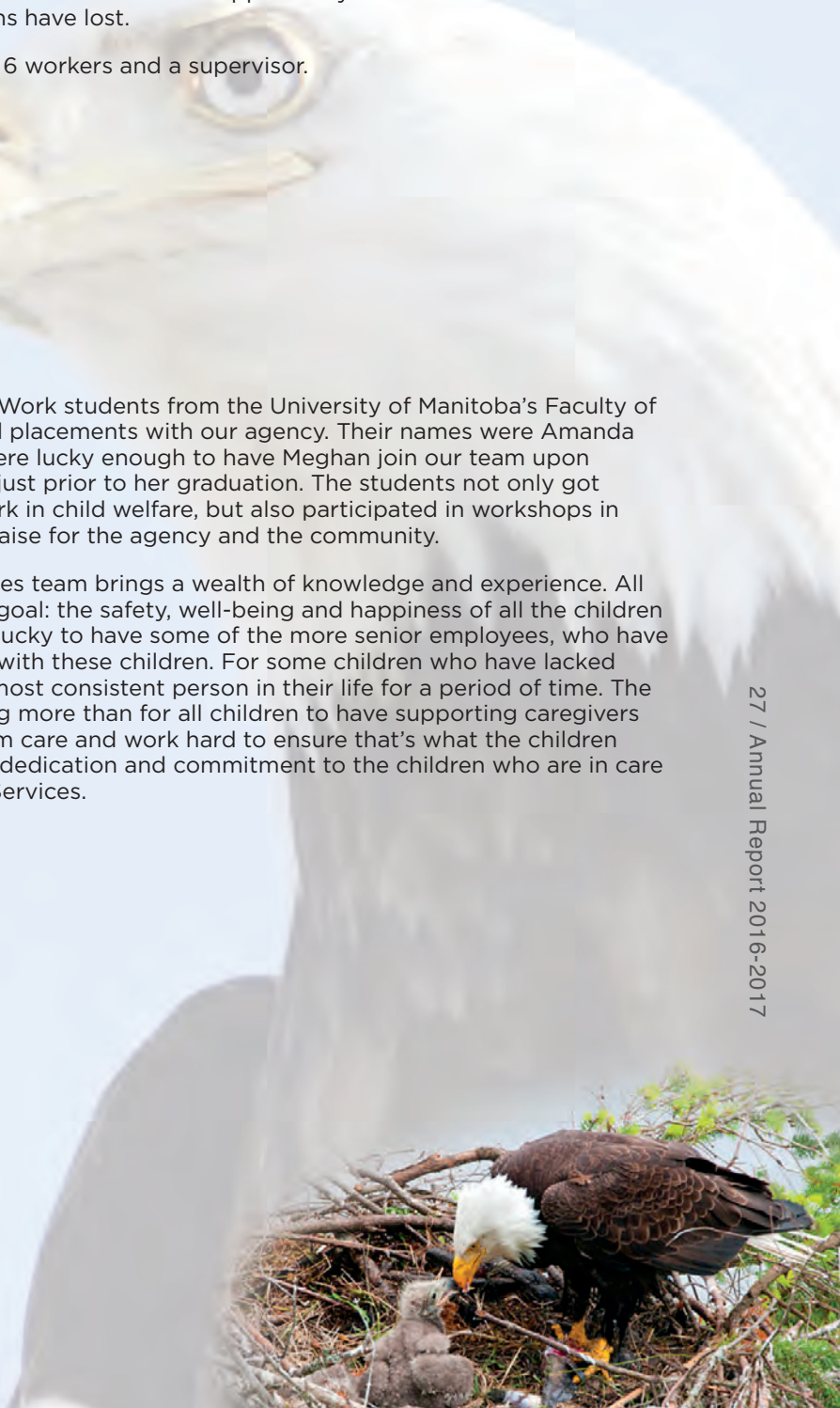
Kelsey Vieira, BA

Carlisle Wright, BSW

This year our unit also had Social Work students from the University of Manitoba's Faculty of Social Work completing their field placements with our agency. Their names were Amanda Dziedzic and Meghan Reid. We were lucky enough to have Meghan join our team upon completion of her practicum and just prior to her graduation. The students not only got to experience what it is like to work in child welfare, but also participated in workshops in Sagkeeng and had nothing but praise for the agency and the community.

Each member of the Direct Services team brings a wealth of knowledge and experience. All workers strive toward a common goal: the safety, well-being and happiness of all the children who they work with. This team is lucky to have some of the more senior employees, who have developed amazing relationships with these children. For some children who have lacked stability, their worker can be the most consistent person in their life for a period of time. The workers on this team want nothing more than for all children to have supporting caregivers willing to provide stable, long-term care and work hard to ensure that's what the children receive. They have shown a lot of dedication and commitment to the children who are in care with Sagkeeng Child and Family Services.

Amanda Kennell, BSW
Direct Service Supervisor



REPORT

Direct Services - Transitional

Transitional Unit Profile:

The Winnipeg Transitional Unit provides direct services to this Agency's Permanent Ward youth and has the primary responsibility of ensuring preparations for Age of Majority planning beginning at the age of 14-15 years of age. The Goal of the Transitional Unit is: "To successfully transition Permanent Ward Youth to adulthood with confidence, strength, and adequate support(s) toward paving their way at reaching their potential". Youth who reach the age of 18 years are not always emotionally, mentally, educationally, or financially ready to live independently. Section 50(2) of the Child & Family Services Act states, "The director, or an agency with the written approval of the director, may continue to provide care and maintenance for a former permanent ward for the purpose of assisting the ward to complete the transition to independence, but not beyond the date when the former permanent ward attains the age of 21 years". This is known as an "Extension of Care".

Winnipeg Transitional Unit Team:

As part of this Agency's restructuring, the full complement of the Transitional Unit has changed from a total staff of 5 to being comprised of 6 staff, 5 of which are Direct Service Workers and 1 Direct Service Supervisor as follows:

Direct Service Supervisor - **Marissa Fontaine**, B.A. Honours, MPA

Direct Service Worker - **Danielle Duncan**, B.A.

Direct Service Worker - **Raquel Foster**, B.S.W.

Direct Service Worker - **Tracy Desaulniers**, B.S.W.

Direct Service Worker - **Samantha Marin**, B.S.W.

Director Service Worker - **Sebastian Ducharme**, BA.

Transitional Unit Stats:

Each worker is assigned a caseload on average of 30-40 cases. The overall Transitional Unit total of children/youth/young adults combined is 193. Of these, 186 are children/youth/young adults in care and 7 are Protection files.

Out of the 186 children/youth/young adults there are:

52 Extensions of Care;

81 Permanent Wards;

25 Temporary Wards;

24 Voluntary Surrenders of Guardianship;

1 Voluntary Placement Agreement;

3 Apprehensions;

REPORT

Direct Services - Transitional

The placements of the children/youth/young adults include 32 Kinship placements, 132 non-Kinship placements, and 22 Independent Living Arrangements. Out of the 186 children/youth/young adults, 11 are federally funded and 175 are provincially funded. The 7 Protection files are provincial cases.

Role and Responsibility of the Transitional Unit Direct Service Worker:

The main responsibility of the Direct Service Worker within the Winnipeg Transitional Unit is to determine the youth's maturity level, educational level, life skills, any drug or alcohol usage, suspected disabilities through the use of psychological assessments and other strengths and weaknesses. The worker will then establish a plan that will help the youth in reaching their independent stage. Some youth take a bit longer to get to that stage in their lives due to unresolved issues such as; mental health disabilities, physical disabilities and other issues requiring intervention from other resources. There are some youth who have had the opportunity of staying connected with their family and community of origin which has given them an understanding of their own cultural heritage, community history and identity. However, there are other youth who refuse to have anything to do with their culture due to having no exposure during their childhood, lack of understanding or fear of the unknown. Most often the worker will have different plans for each individual youth based on their needs on a case-by-case basis. Examples of some of the important things for the worker to put in place are as follows:

- Ensure an assessment of the youth's needs is completed,
- support with the youth (possibly providing a support worker or mentor support worker),
- Provide an Elder who can provide guidance, reassurance and knowledge of cultural background,
- Utilizing cultural specific ways to interact or educate the youth,
- Working collaboratively with the urban community to provide services to the youth,
- Referral to Community Living disability Services (CLdS) for the Youth who will require assistance throughout their lives, (this process usually starts by the time the youth turns 15/16, as it takes approximately 2 years to have all this in place),
- When able, to reconnect the youth to their cultural home community and/or family, (When Aboriginal children need to be away from their own families, it is important for them to be with another family willing to keep them connected),
- Connecting youth with educational and/or training resources in pursuit of their post-secondary or training goals,
- Explore cultural events in the summer and workers strive to attend at least two events with the youth in the summer,
- Case planning to include at least one cultural activity/teaching per month for the youth,
- Developing and/or utilizing a life skills training workshop or program for preparing the youth toward independence,
- Explore reunifications for youth with their families.

These are some examples of what the worker's scope of duties entail. However, the reality is each youth requires specialized help in reaching their independence. There is no clear cut format to follow.



REPORT

Direct Services - Transitional

The Transitional Unit believes the more the youth is aware about their family tree, history, and cultural heritage the stronger their sense of control over their own lives, the higher their self-esteem and the more successful they will become. The youth will have the choice on what type of involvement he/she wants to have with his/her own family.

This provides them a sense of acceptance and control over the situation. Getting them immediately involved with family may not always be the best idea due to unresolved conflicting issues. Gradually engaging them in their cultural background is the place the unit starts.

Ongoing Challenges Facing the Youth:

More youth are requiring extensions of care as they are not ready to go on their own. Some female and male youth have turned to self-destructive and high risk behaviors such as drug and alcohol dependency; distorted self-image and self-harm; sexual exploitation; loss of identity; delinquent absences from school and/or placement.

The Winnipeg Transitional Unit continues to explore options in dealing with these behaviors and issues by working collaboratively with each youth and providing ongoing assessment of needs within their respective cases and transitional case plans. Engaging the youth's involvement toward problem solving and identifying when-and-if they require professional help such as therapeutic services, addiction(s) detox and treatment, elder/cultural services and programs, etc.

More often than not, most youth return home on their own and often need ongoing support to build their relationships of reconnecting with family. The Winnipeg Transitional Unit continues to strive to work with those youth who express an interest in being reunified with their families of origin and explore all avenues to make this a reality for them. One of the ongoing overall goals of the Transitional Unit is to maintain family connections and striving to assist the youth to develop a life-long network of support they can maintain long after they leave agency care.

Marissa Fontaine, B.A. Honours, MPA
Direct Service Supervisor

REPORT

Foster Care Manager

To begin, I would like to extend our greetings to the community, families, children and collaterals of Sagkeeng First Nation. On behalf of the Foster Care Department within Sagkeeng Child & Family Services Inc. (SCFS), please find attached the Annual Report for the 2016-2017 fiscal year.

The SCFS foster care department is comprised of 5 foster care workers who are situated in the Sagkeeng office; Mryna Bruyere & Gina Chrusch and in the Winnipeg Sub-office; Janet Morin, Alex Pratt and Michelle Thomson. I would like to acknowledge the years, Janet (9yrs) and Mryna (11yrs), have contributed and committed themselves to their roles as foster care workers. This past year, Gina, our previous foster care admin was the successful candidate to a vacant foster care position and has excelled in that position. As well, Alex has been a great addition to our team. Our newest member to our team is our former practicum student, Michelle Thomson. Michelle is our foster care worker, who is a 'floater' between both offices. I want to further acknowledge the entire team's good work and the respect shown to each other and towards their foster families.

To begin, the foster care department is primarily responsible for finding suitable placements for our children in care, assessing places of safety's, licensing our foster homes and complete guardianship assessments. At the same time, ensuring all of our homes are in compliance and adhering within the provincial foster care regulations and standards.

Placements for our children in care, range from kinship homes, emergency homes, in/out community foster homes, to more specialized homes. All placements depend on child's needs along with resource availability from both within and out of community. Please refer to following diagram in prioritise of placements according to 1.1.1 (19) of MB CFS Standards:



REPORT

Foster Care Manager

Places of Safety (POS) refer to immediate placement of children in care in placements according to 1.4.2 in provincial standards and we primarily use POS's for kinship placements. Kinships placements refer to people; who are family, related or have an existing relationship with the children. POS's are to be time limited and if placements are needed to be continued long term, they will then be licensed as a foster home. Most cases, POS's are licensed through the kinship licensing model which is designed to be a less intrusive means for licensing than that of general/stranger based foster care, at that same time, continuing to fulfill foster care standards and regulations.

SCFS Foster Care department maintains, supports and licenses foster homes according to 1.5.2 of the provincial standards. Foster families within SCFS are comprised of community members who reside on and off reserve; culturally appropriate and non-culturally appropriate families. As an agency, we also created some specialized homes according to the child needs identified. SCFS continues to maintain the 2 emergency homes situated in Sagkeeng and Winnipeg, both with 4 emergency bedspaces in each home. The SCFS emergency homes are culturally appropriate and are listed on the Child & Family Services Division Provincially Approved list.

Lastly, SCFS Foster Care department completes Guardianship assessments for families who apply to be considered for guardianship for children in care. In almost all cases, these are biological families to children in care.

Along with the primary roles of SCFS Foster Care department, we also support our foster families and children in care by providing homes visits, referring foster parents to trainings based on child(ren) needs and hold special events such as the annual Christmas dinner.

As mentioned in previous reports, we continue to understand the importance of our children continuing to maintain both a cultural connectedness, but also a connection to their community of origin. We recognize all children need to be supported in a way that respects our culture, language and community. As a result, we are committed to providing the support services needed to help ensure these fundamental rights are respected within all our agency homes. This past year, we made a conscientious effort to invite elders to our events and extend invitations to all foster families to attend SCFS prevention programs such as; cultural camps. A special thanks to the prevention program for all the cultural opportunities you have created for our children.

As the Foster Care Manager for SCFS, I continue to represent the agency at the Alternative Care Agency Committee table, which is a committee under the Southern First Nations Network of Care (SFNNC) and is comprised of the Foster Care Coordinators from 9 of the 10 agencies governed by SFNNC.

In closing, on behalf of the Foster Care department, we extend our sincerest gratitude to all foster families who care and love our children.

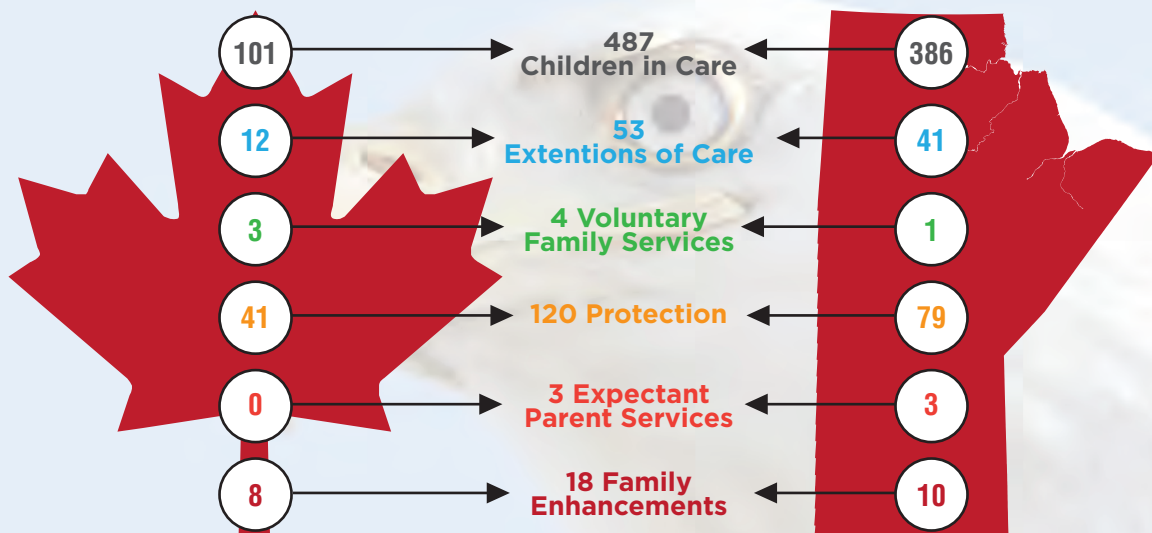
Meegwetch,

Rochelle Creasy, BSW
Foster Care Manager

Case Counts - April 1, 2016 to March 31, 2017

CASELOAD

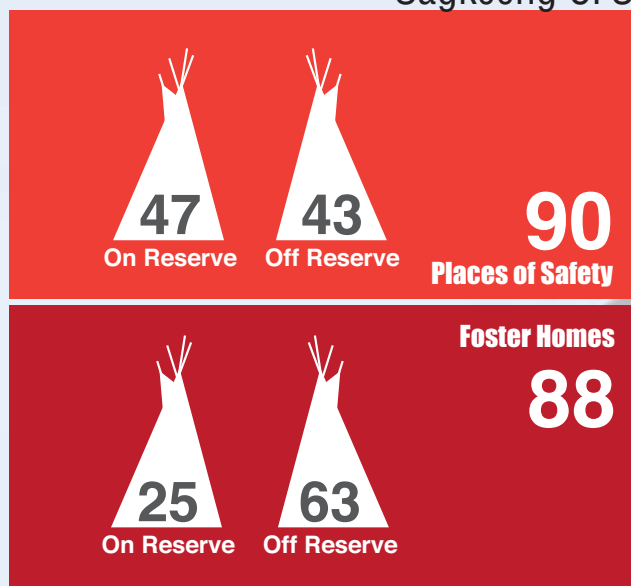
Sagkeeng CFS



685  
TOTAL Federal Provincial

FOSTERHOMES

Sagkeeng CFS

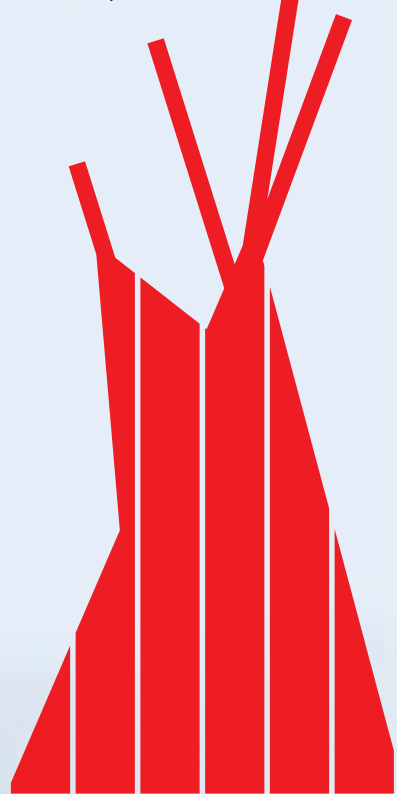


178
TOTAL

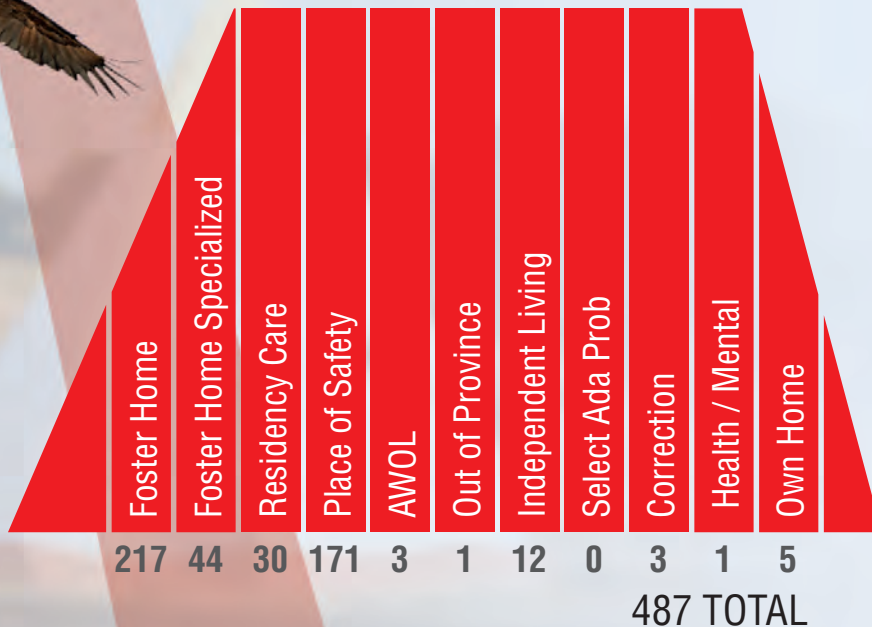


AGENCY

Case Counts - April 1, 2016 to March 31, 2017



PLACEMENT
Categories



JAELYNN COURCHENE

Story of Inspiration

Jaelynn Courchene is a young, exuberant and bright teenage girl. Her story can be considered one of both success and resilience. I have had the privilege to be a part of Jaelynn's life for five years. In that time, I have witnessed her growth from a young girl exhibiting internal and external struggles to an adolescent trying to capture the most out of life.

Jaelynn and her siblings came into care at a young age. They were victims of trauma and as a result, Jaelynn was anxious, fearful, and angry. Thus, her path of healing created her ability to be resilient. Jaelynn and her sister Jolene have been living with Nelli & Johann Nickel and family in Winkler, MB since Jaelynn was four years old. Nelli, Johann and family have been a strong support for both Jaelynn and her sister Jolene. Both have been welcomed and immersed as a part of the Nickel Family. The family made the girls feel wanted, loved and as such, their post-traumatic memories began to fade.

When asked to provide insight about Jaelynn, Nelli and Johann shared "Jaelynn became a part of our family when she was four years old. There was more trauma and hurt in these little girls then I thought was possible, they went through a lot. Now, eight years later we see a happy and healthy teenager. Not only has she become a part of our family but we have become her family as well. Nelli states Jaelynn is a very warm and caring little girl. She describes a time in which Jaelynn's foster dad had surgery. Jaelynn made him a giant get well card and asked other children in her classroom to sign it. She has continued to show her warmth and love to family and other people in many ways".

Jaelynn loves the outdoors whether it is fishing, hunting, being in the woods or helping in the garden, she enjoys it all. She is very close to her siblings and has learned a lot from them. She continues to be an active teenager participating in snowboarding, wake/and knee boarding or just baking and having "girl time" with her sisters, lying on the grass/snow watching the clouds or counting the stars.

Jaelynn's passion is playing the piano. She is currently at a grade 7 piano level in which she spends many hours practicing the scales, learning and memorizing new songs. Whenever there is an opportunity to play she will. She likes to play the piano at church, music festivals and talent shows. She is an individual that loves to be challenged and would always challenge herself.

Jaelynn is currently in grade 8 at Prairie Dale School. Her school Principal; David Hoepfner, indicated that "Jaelynn is a very successful student! She has been on the honour roll each term since coming to our school. Teachers enjoy having her in their classroom - she is trustworthy, creative, peaceful and respectful. When a new student arrives at our school, Jaelynn is quick to welcome them - her kindness and compassion towards others is exemplary. She is very talented, especially in Art and Music and we have seen her confidence grow each year! We are blessed to have her in our school"

In closing, on behalf of the staff, the agency and her family, we want wish Jaelynn all the best in both her Art and Music endeavours and encourage her to reach for the stars!

Carlisle Wright, BSW, RSW
Case Manager



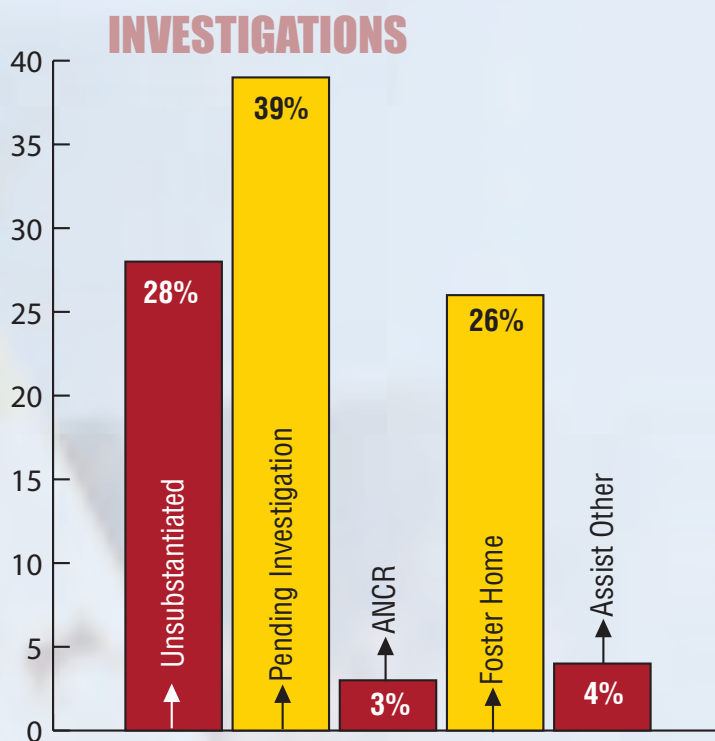
REPORT

Child Abuse Unit

Sagkeeng CFS has one Child Abuse Investigator and a Child Abuse Administrative Assistant who are overseen by the agency Director of Service. The abuse Investigator is responsible for conducting abuse investigations in the community, as well as, areas outside the city of Winnipeg when a disclosure is made in one of our foster homes. In the City of Winnipeg, the All Nations Coordinated Response Unit (ANCR) is the mandated agency to conduct all abuse investigations. The Abuse Unit works in partnership with the local RCMP as required in joint investigations. Within the organization, the unit works hand in hand with front line workers providing direction and investigational oversight when needed.

Sagkeeng CFS and the Child Abuse Investigation unit have a mandatory Child Abuse Committee (CAC) who meet monthly, as required under the CFS Act. The CAC reviews abuse referrals made to the committee and makes decisions to recommend individuals being placed on the Registry. The CAC can also make recommendations to the DSW Workers regarding the children and their best interests. CAC members are comprised of the following: a) Child Abuse Coordinator, b) Police Officer c) Educational Representative d) Duly qualified medical practitioner e) Agency staff member other than the Abuse Coordinator.

Sagkeeng Child Abuse Investigation Unit conducted total of (36) investigations between April 1, 2016 and March 31, 2017. As illustrated below you will find a breakdown for the year end and the outcome of those investigations.



REPORT

Child Abuse Unit

Reporting a child in need of protection (Duty to Report)

18(1) Subject to subsection (1.1) of the Child and Family Services Act, “where a person has information that leads the person reasonably to believe that a child is or might be in need of protection as provided in section 17, the person shall forthwith report the information to an agency or to a parent or guardian of the child”.

Section 17(2) of the Child and Family Services Act identifies “a child is in need of protection where the child is abused or is in danger of being abused”.

The Act defines abuse as:

“**abuse**” means an act or omission by any person where the act or omission results in;

- (a) physical injury to the child,
- (b) emotional disability of a permanent nature in the child or is likely to result in such a disability, or
- (c) sexual exploitation of the child with or without the child's consent

If you suspect or receive a report of abuse and/or neglect contact your local Authority Sagkeeng CFS at (204)367-2215 24/7 with on call support.

What to do if a disclosure is made:

- Listen to the child.
- Stay calm.
- Let the child know you believe them and is telling the truth.
- Use the child's language or vocabulary and do not use big or complex words.
- Let the child know they are not alone and that they are not the only one.
- Reassure the child that to disclose is the right thing to do.
- Emphasize that whatever happened was not the child's fault, and that the child is not bad.
- Let the child know that some adults do wrong things.
- Let the child know that it is difficult to talk about such things.
- Be honest and tell the child that you have to report to the appropriate authorities so that they can help stop the abuse.
- Reassure the child that by telling you they have done the right thing.
- Let the child know you will support them.

REPORT

Child Abuse Unit

If you suspect abuse, but the child has not told anyone, be aware of the emotional distress that the child may be experiencing. Approach the child in a caring and sensitive manner and assure them that you are willing to listen and to help if there is a problem.

Avoid the following:

- Do not make promises you cannot keep, such as promising that you will not tell anyone.
- Do not push the child into giving details of the abuse. Your role is to listen to what the child wants to tell you and not to conduct an investigation (beware of asking any direct questions of the child as this may prejudice any subsequent investigation).
- Do not discuss the circumstances of the child with others not directly involved in helping the child.

Megan van Sabben

Abuse Unit Admin Assistant

Anthony Gabriel

Child Abuse Investigator

References

ANCR Child Abuse Investigations Manual.

Southern CAS/What to do if a child discloses to you.

The Child and Family Services Act, Manitoba.

REPORT

Quality Assurance

My name is Kim Hotomani, I am originally from Sagkeeng and joined Sagkeeng Child and Family Services on June 6, 2016, as the Quality Assurance Manager. I have one staff who works with me, Doreen Hood who is the Child and Family Services Information System (CFSIS) clerk. Doreen started with the agency February 21, 2016 and helps maintain CFSIS for our agency in both offices.

Quality assurance runs monthly CFSIS reports (RCase064 and RCase065) to track provincial compliance. This report is shared with the Supervisors who in turn, use it to provide guidance to direct service workers. A final summary of these reports is then shared with Southern First Nation Network of Care (SFNNC).

Quality assurance also tracks and/or implements recommendations that come from the Office of the Children's Advocate (OCA), Agency Reviews etc. The agency is then responsible to report back to the OCA and SFNNC on recommendations received and/or met.

Over the last year, the following training sessions have taken place with all agency staff, as a result of recommendations coming out of the most recent agency review conducted by SFNNC;

- Case Management training
- History of Residential Schools Intergenerational Trauma
- Intake Module (IM) Standards training
- CFSIS training
- SDM training
- Lateral Violence

Also as a response to an OCA recommendation;

- Immunization policy implemented

In addition to the CFSIS and IM training, we have also had provincial trainer; Tiffany Pickell, who assists our agency by working one-one with our staff to assist with the backlog of work on CFSIS and the IM.

As the agency QA Manager, I attend monthly quality assurance meetings at SFNNC. These meetings inform QA of any changes or updates that need to be provided at the agency level, this is also a platform for our agency to bring any agency concerns/issues forward.

In my role as QA Manager, my focus is to inform management and staff on meeting CFS standards and also ensuring we are fulfilling and meeting the recommendations that have come from OCA and SFNNC, including any past reviews such as; the Gage Guimond Review.

In closing, I recognize that our direct service staff and supervisors have a tremendous responsibility to carry when working with our children and families and also have an added obligation to attend training to meet recommendations and standards. That said, I commend the staff of Sagkeeng CFS for their dedication to our children and families.

Kim Hotomani, BSW
Quality Assurance Manager



REPORT

Resource and Support Services

My name is Mary Felix and I'm the Resource & Support Service Coordinator for the agency. I started my current position in May 2014 and will have been with the agency for 9 years in October 2017.

I'm responsible to oversee the day to day functioning of both Winnipeg and Main Office Receptionists, along with the assistance from both our HR Manager and our HR Admin. They both assist with finding coverage if our staff are away and ensure we have a pool of coverage staff.

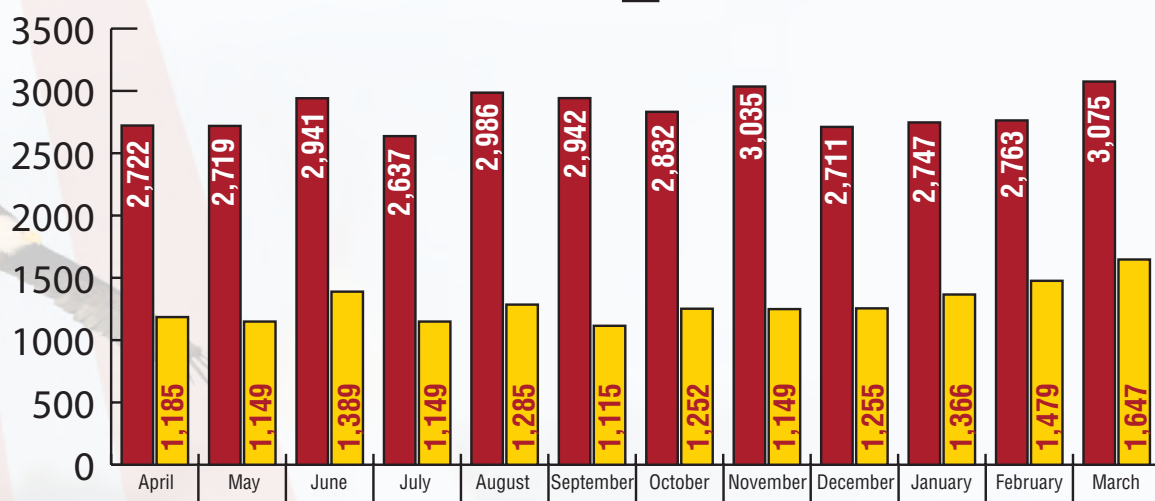
As a member of the management team, I oversee 4 Admin staff and they have all been with the agency for some time. I would like to introduce my staff; Michelle Mazawasicuna who is the receptionist at our Winnipeg office, our file clerk in the Winnipeg office; Beatrice Guimond.

Throughout the fiscal year, reception handled a total of 34,110 calls (see graph below). The amount of calls that funnel through the Winnipeg office is tremendously high compared to our community office.

Number of Calls

April 1, 2016 - March 31, 2017

■ Winnipeg Office
■ Community Office



I would also like to introduce my community office staff; Dakota Starr who is the covering receptionist (while Jessica Guimond is on leave) and our file clerk; Linda Bunn. Throughout this fiscal year reception handled a total of 16,869 calls (see graph above).

Our Administrative staff are a very dedicated bunch who enjoy working with Sagkeeng CFS and love working with all employees of the agency, including our support/respite workers, foster parents and all people along our travels. We look forward to meeting community members at the AGM and hope everyone enjoys their time.

REPORT

Resource and Support Services

My other role and responsibilities as the Support Service Coordinator is to provide support services to our children in care. I receive all support/respice worker requests/intakes and schedule interviews for these positions for both offices of Sagkeeng CFS. It is my responsibility to ensure I have drivers for our children in care to attend visits, medical appointments, as well as, support workers to work with our children in care and their care providers.

As time continued in my position, the agency has managed to over come many obstacles. We now have many contract agency drivers / support staff who have joined our support staff within the agency.

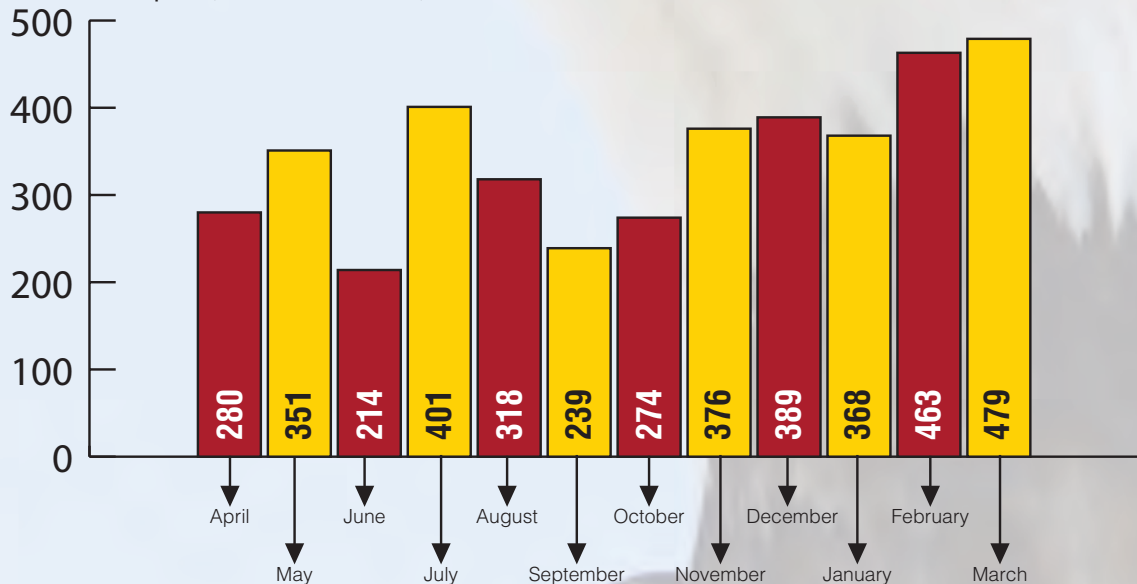
After some recruitment for these positions, agency driver and support worker applications started to come in and we set out completing interviews and followed up with applicants. As an agency, we were successful in hiring more drivers, respice and support workers. The numbers for our support staff are always fluctuating, as visits are higher in the summer and around the holidays such as Thanksgiving, birthday parties, and Christmas.

The following is a breakdown of the statistics for transport requests received from workers for children in care, who are attending visits and/or appointments, etc on a month by month basis (see graph below):

CHILDREN IN CARE

Number of Visits in a Month

April 1, 2016 - March 31, 2017



All child in care visits are dependent upon the case plan for each specific family and can vary from having visits 3 times/week to monthly visits. The children may also be attending appointments with their parents. I have subtracted numbers due to a variety of reasons, such as; no show of parent, weather conditions, children are sick, parents are sick and agency drivers were sick etc.



REPORT

Resource and Support Services

At the community office my support staff are also assisted with these types of requests through the help of our case aide, Vera Bruyere, who also provides coverage, in coordinating transport requests for any children in care in my absence .

Our agency drivers, support and respite workers are an integral part of the agency as they assist in getting our children and families where they need to be. Support staff spend time, one on one with the child, respite is also utilized to relieve the care provider and allow them some time for themselves.

Below is a list of the types of referrals received for our children in care/families:

- Winnipeg Sub-Office transport
- Sagkeeng Office transport
- Southeast CFS - Hollow Water transport
- Sagkeeng Treatment Centre
- Wings of Power
- Winnipeg school pick up and drop off
- Sagkeeng school pick up and drop offs
- Out of office visits with parents in the community
- Weekend visits with grandparents
- Weekend visits with parents
- Weekend visits with siblings
- Therapy Appointments
- Pre-placements visits
- Doctors or Dentist Appointments accompany by the biological parent
- Parent Drug Testing Appointments
- Court Office
- Pow Wow events in the Winnipeg or First Nation Communities
- Cultural Sweats
- Funeral Services

My future goals are to continue to increase my agency drivers and support staff at the community office with the assistance of community members of Sagkeeng. I would like to move forward and connect with Sagkeeng band members about employment and establish positive working relationships with them and our agency.

Mary Felix,
Resource & Support Service Coordinator

GRADUATION

Class of 2016

In June 2016, the agency held its first Graduation Celebration BBQ at Kildonan Park to honour the youth achievements of Sagkeeng Child & Family Services. The agency had 9 children in care graduate with their Grade 12 diplomas. Two of the youth moved on to post-secondary education. Some of the accomplishments from the youth include; class valedictorian, scholarships and bursaries for post-secondary education, an approved tuition waiver and recognition for volunteer work in the community.

At that time, staff, youth, family, friends and other supports attended the celebration. The agency is extremely proud of the youth and all of their wonderful achievements. We wish them best of luck in all of their future endeavors!

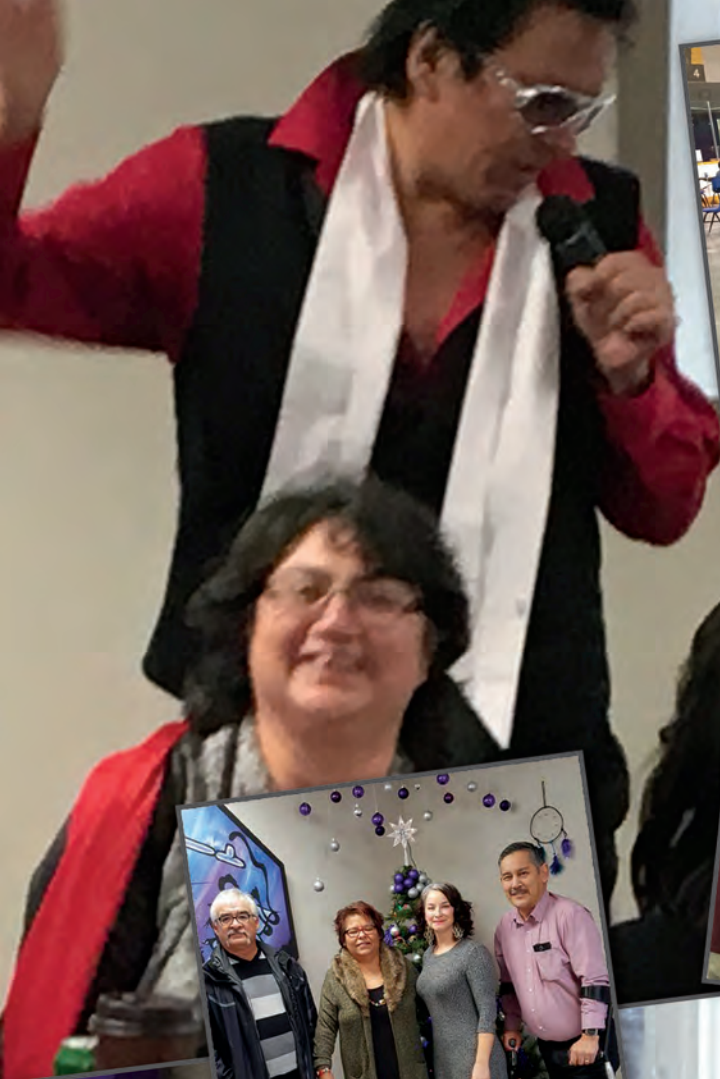


COMMUNITY

Events



Agency Logo Contest Winner
Nick Harper









SAGKEENG CHILD &
FAMILY SERVICES INC.

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